Gender Pay Gap Report 2022

ADARE MANOR

Adare Manor I Gender Pay Report 2022
Foreword

Since our reopening in 2017, our People have been at the Heart of everything that we do at Adare Manor. We strive to be an employer of choice, a welcoming, inclusive workplace for all. This report details our Gender Pay Gap metrics for 2022 and the reasons for our Pay Gap. Our Senior Leadership Team are committed to reducing the gender pay gap by continually looking at ways we can improve. We aim to always find the best person for every job, to support and develop our people to ensure everyone has the best chance to succeed and to fairly and equitably acknowledge and reward everyone's efforts.

The gender pay gap is the difference between the average earnings of men and women expressed as a percentage of men's pay.

A gender pay gap is not indicative of discrimination or the absence of equal pay for equal work.

Equal pay compares the pay of men and women doing the same job or work of equal value.

It is illegal to pay a man or woman less for performing the same job purely because of their gender.

Where a gender pay gap exists, it is usually because men and women are not equally represented across all levels of an organization.

Deirdre Shanahan
Group Human Resources Director

The reporting date for this report was June 6th 2022.

Gender Pay Report 2022 -Our results
Mean & Median pay gaps

Mean hourly pay gap (all employees)	9.93%
Mean hourly pay gap (part-time employees)	-4.46%
Mean hourly pay gap (temporary employees)	5.10%
Median hourly remuneration pay gap (all employees)	7.16%
Median hourly remuneration pay gap (part-time employees)	1.49%
Median hourly remuneration pay gap (temporary employees)	3.11%
Mean bonus remuneration pay gap	0.00%
Median bonus remuneration pay gap	0.00%

References

The gender pay gap percentage is the difference between the average earnings of men and women expressed as a percentage of men's pay.

A median gender pay gap is the difference between the median hourly rate of pay for males and females. It is calculated by pin pointing the exact middle point between the lowest paid and the highest paid man and the lowest paid and the highest paid woman and showing the difference between the two figures.

A mean gender pay gap is the difference between the mean hourly rate of pay for males and females. It is calculated by totaling the hourly pay of all female employees and dividing that amount by the number of female employees. The calculation is repeated for male employees and the difference between the two figures is shown.

Gender Pay Report 2022- Our results

Pay Bands

Hourly Pay Quartiles	Male	Female
- Upper	67.37%	32.63%
- Upper Middle	57.08%	42.92%
- Lower Middle	56.41%	43.59%
- Lower	40.77%	59.23%

*Quartile pay bands are calculated by splitting all employees into four even groups according to their level of pay.

Benefit in Kind & Bonuses

Percentage who received benefits in kind	
- Male	4.24%
- Female	3.11%
Percentage who received paid bonuses	
- Male	0.00%
- Female	0.00%

Gender Pay Report 2022 - Our results

- Our mean pay gap is 9.93%. This is impacted by a majority of females within our operational roles and by a majority of males within the senior leadership team.

- 62% of our team members who have opted to work part-time are female.

- The 4.46% positive reported in the part time mean hourly pay gap category is evidence that many of our female part time workers are long serving and have benefitted from the service related pay scale in place.

- The bonus payment gap is at 0% as the company did not award bonus payments in 2021 due to the Covid 19 Pandemic.

- The most recent pay gap reported for Ireland is 11.3% this is less than the EU average of 14.1%.